

**San Jose Fire Fighters, IAFF, Local 230  
2010-2011 Cash Compensation Profile**

**TOP STEP FIRE CAPTAIN<sup>1</sup>**

	<b>Current Compensation</b>	<b>After 8.91% Total Compensation Reduction<sup>2</sup></b>
Base Pay	\$125,882	\$113,734
Holiday-In-Lieu (5.623%)	\$7,078	\$6,395
Anti-Terrorist Training Pay (2.00%)	\$2,518	\$2,275
Education and Training	\$910	\$910
EMT	\$2,947	\$2,663
Uniform Allowance	\$495	\$495
<b>Total Cash Compensation<sup>3</sup></b>	<b>\$139,830</b>	<b>\$126,472</b>
Retirement Contribution (13.70%)	\$18,560	\$16,769
Health Insurance <sup>4</sup>	\$1,446	\$1,446
Dental Insurance (PPO) <sup>4</sup>	\$67	\$67
<b>Total Benefits</b>	<b>\$20,073</b>	<b>\$18,282</b>
<b>Gross Pay</b>	<b>\$119,756</b>	<b>\$108,189</b>
<b>Difference in Gross Pay</b>		<b>\$11,567</b>
<b>% Difference in Gross Pay</b>		<b>9.66%</b>

**Notes and Comments**

<sup>1</sup> Classification is eligible for overtime.

<sup>2</sup> Assumes 8.91% Total Compensation is taken in a 9.65% base pay reduction.

<sup>3</sup> Does not include premium pays or FLSA overtime for employees on a 56hr work week based on their regular schedule.

<sup>4</sup> Assumes employee is enrolled in family health and dental.